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# ARTC EA Newsletter No.11

28<sup>th</sup> October, 2005

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**Your wages and conditions are paramount**  
***If we don't get what we can now,***  
***ARTC and the Howard government will make sure we will never get it.***

The unions met with ARTC yesterday. ARTC presented the company's draft enterprise agreement. While it was based on the document the parties have been developing for months, some of the items which the company and unions had agreed, are no longer agreed.

There was no further negotiation because the ARTC negotiating team of Jenny McAuliffe, Geoff Atkinson and Kieran Riches made it clear that they do not have the power to negotiate. To ensure the effectiveness of the negotiations, the unions will write to David Marchant requesting that he attend future meetings.

**ARTC's position is not acceptable.** ARTC is attempting to lower standards in the Rail Industry. *We cannot let this happen.*

## **ARTC proposes that:**

- 1. Only those whose total remuneration package is less than \$58,960 will be entitled to a rostered day off.**
  - ARTC explained that where people earning more than this amount currently have local arrangements which provide an RDO, this would probably remain.
  - The union response is that these informal arrangements will only remain as long as ARTC chooses them to remain – **effectively, if you have a TRP higher than \$58, 960, your entitlement to an RDO will depend on how well you get on with your manager!!!!**
- 2. Long service leave entitlements are the lower New South Wales Long Service Leave Act provisions** – in other words, those who transferred from RIC to ARTC have effectively **lost** three months of service for every ten years of service after their first ten years because ARTC refuses to apply the Transport Administration Act entitlements.
- 3. ARTC will not pay any allowances.**
- 4. ARTC has not included in their proposal any payment for travelling time.** This has significant implications for infrastructure workers and others who are required to travel long distances each day to and from a work site.

5. **ARTC does not consider fatigue management important** enough to include in your enterprise agreement – rather the company wants to include fatigue management in a policy which can be changed without negotiation and at any time by the company.
6. **Without their knowledge, workers who transferred from RIC to ARTC have lost their accrued carers leave.** Under RIC/SRA, all accumulated sick leave could be accessed as carers leave.
7. **ARTC believes that you are only worth inflation.** The ARTC wage increases are linked solely to the inflation rate. This is a significant undermining of the standard in the rail industry which is a 4% per annum guaranteed increase.

In recognition of rising petrol costs, the union claim is for the higher of:

- a. a)CPI and market review annual increase OR
  - b. 4% per annum.
8. **ARTC believes that when you act in a higher grade for less than 4 weeks you are not entitled to the higher rate applicable to that position** – you are expected to work in that role for free.
  9. New South Wales has fewer public holidays than other States. However some employers recognise this and include in an agreement provision for 2 days to compensate for this difference. For example, under RIC/SRA, employees were entitled to 2 additional days off (picnic day and bank holiday). ARTC is only giving one extra day.
  10. **ARTC does not believe Aboriginal employees should be entitled to a special day off to commemorate NAIDOC celebrations.** Instead, Aboriginal employees who wish to attend NAIDOC celebrations will be required to use the additional public holiday mentioned above for that purpose.
  11. **Travelling and incidental expenses** – ARTC expects workers in the bush to put up with the substandard accommodation provided in the bush for no additional compensation.
  12. **ARTC does not believe that ARTC employees who work alongside RIC secondees should be given the same entitlements** – for example, ARTC propose that infrastructure workers have lower overtime entitlements that their RIC colleagues.

**The unions will be heading out to workplaces over the next 4 weeks to discuss the ARTC proposal with members and non-members. We would urge you to attend a meeting to ensure that your voice is heard.**

If you have any queries, please contact your Union Delegate as listed below:

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